

SPECIAL ORDINANCE NO. S- 72-93

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1994

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended labor grade designations for positions within their respective jurisdictions, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided for the 1994 City Budget and from City Utilities operating funds and other sources as may be specified by the Common Council.

1 NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL
2 OF THE CITY OF FORT WAYNE, INDIANA:

3 SECTION 1. That all employees of the Civil City
4 of Fort Wayne and of City Utilities, shall be classified by
5 the departments, titles and labor grades herein designated,
6 and that no changes be made in any labor grade without the
7 specific approval of the Common Council except for those
8 brought about by collective bargaining with authorized
9 representatives of City or Utilities employees in accordance
10 with the existing collective bargaining agreements.

11 SECTION 2. That the following scale of Minimum
12 and Maximum Salaries is hereby fixed and authorized as a scale
13 for approved labor grades. It shall be the City's policy that
14 no employee shall be paid below the minimum and the maximum
15 will not be exceeded, except for approved shift differentials,
16 approved longevity pay, approved overtime pay, approved
17 technical skill pay, approved educational bonus, approved
18 clothing allowance, or approved car allowance.

19 SEE EXHIBIT "A" ATTACHED HERETO AND MADE A
20 PART HEREOF IN ITS ENTIRETY

21
22 This scale, as reflected on Exhibit "A", is an attempt to
23 maintain an orderly, consistent and competitive pay policy.
24 Actual adjustments in salaries within amounts fixed herein by
25 Council will result from 1) any general increase to be
26 specified subsequent to adoption of this Ordinance, and/or 2)
27 any adjustment to the base pay for an individual's labor
28 grade, and/or 3) progression to a level specified in an
29 approved collective bargaining agreement between the City of
30 Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all Civil City and City Utilities salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities negotiated by the Director of City Human Resources and approved by Common Council.

LABOR GRADE

TITLE

CITY CLERK'S OFFICE

12	Chief Deputy
9	Research Assistant
10	Supervisor
8	Executive Secretary/Bookkeeper
7	Violations Clerk
7	Violations Court Clerk
7	Receptionist/Clerk
UC (not to exceed \$37,620)	Council Attorney

PARKS AND RECREATION

19	Director
17	Superintendent
17	Associate Director A
16	Associate Director B
16	Manager A
15	Manager B
15	Assistant Superintendent
14	Manager C
13	Supervisor A
12	Manager D
12	Administrative Assistant

12	Supervisor B
11	Supervisor C
11	Assistant Supervisor
11	Golf Green Superintendent
5	Payroll Specialist
UC (not to exceed \$14,072)	Golf Course Pro/Manager

METRO HUMAN RELATIONS COMMISSION

17	Executive Director
15	Deputy Director
15	Staff Attorney
12	Chief Investigator
10	Investigator III
9	Investigator II
9	Investigator I
8	Executive Secretary VIII

MAYOR'S OFFICE

19	Staff Director
14	Executive Assistant
11	Administrative Assistant
8	Executive Secretary VIII
7	Receptionist

Internal Audit

17	Director of Internal Audit
11	Staff Auditor

Public Information

14	Director, Public Information
12	Public Information Officer
4	Executive Secretary IV

14 Neighborhood/Citizen's Advocate
11 Veterans' Service Officer
8 Assistant Citizen's Advocate

Law Department

UC City Attorney (Corporation Counsel)
(not to exceed \$38,439)
UC Associate City Attorney
(not to exceed \$27,439)
18 Staff Attorney
9 Legal Research Secretary

Drug Regional Advisory Council

13 Co-Director/Governor's Commission
For A Drug-Free Indiana
8 Executive Secretary VIII

(The positions in the Drug Regional Advisory Council are exempt from any and all local residency requirements and are automatically eliminated, and the incumbents have no right to continue employment with the City upon expiration of State Funding for these positions pursuant to Special Ordinance No. 89-09-21).

Bicentennial Celebration Council

15 Executive Director
14 Executive Assistant
5 Executive Secretary V

(The positions created in the Bicentennial Celebration Council are automatically eliminated and the incumbents therein shall have no right of continued employment with the City in any other position if inadequate private funding is received to support said positions).

FINANCE AND ADMINISTRATION

19 Director of Finance & Administration
18 Deputy Controller
15 Accounting Systems Manager
15 Accounting Supervisor
11 Property Manager
9 Administrative Assistant

Human Resources

25% COTTON FIBER

1	18	Director of Human Resources
2	16	Associate Director of Human Resources
3	14	Systems Manager
4	14	EEO/AA Administrator
5	12	Employment Specialist
6	10	Office Manager
7	10	Benefits Administrator
8	9	Administrative Assistant IX
9	7	Executive Secretary VII
10	5	Executive Secretary V
11		<u>Payroll</u>
12	13	Supervisor of Payroll Services
13	10	Payroll Administrator III
14	9	Payroll Administrator II
15	9	Payroll Administrator I
16		<u>Risk Management</u>
17	14	Risk Manager
18	11	Safety Claims/Investigator
19	9	Executive Secretary IX
20	7	Executive Secretary VII/Receptionist
21		<u>Purchasing</u>
22	16	Director of Purchasing Services
23	10	Assistant Director of Purchasing Services
24		<u>Office & Administrative Services (C.U.)</u>
25		
26	7	Executive Clerical Secretary
27	5	Executive Clerical Assistant
28		
29		
30		
31		
32		

FOUR STAR BOND
SOUTHWORTH CO. U.S.A.
25% COTTON FIBER

PUBLIC WORKS

1	19	Director
2	13	Solid Waste Manager
3	12	Clerk to Board
4	12	Administrative Assistant
5	9	Executive Secretary IX
6		<u>City Engineer</u> (C.U.)
7	18	City Engineer
8	16	Supervisor of Technical Services/IMS
9	15	GIS Analyst
10	13	Project Coordinator/Leader
11	8	Executive Secretary VIII
12		<u>Transportation Engineering</u>
13	18	Director
14	8	Executive Secretary VIII
15		<u>Street Engineering</u>
16	16	Street Engineer
17	15	Assistant Street Engineer
18		<u>Traffic Engineering</u>
19	16	Traffic Engineer
20	15	Assistant Traffic Engineer
21	14	Signal Superintendent
22	13	Sign and Marking Supervisor
23	13	Signal Line Foreman
24		<u>Street Department</u>
25	18	Director of Transportation/Operations
26	13	Assistant Street Commissioner
27	10	General Foreman
28		<u>Garage</u> (C.U.)
29	12	Garage Supervisor
30	7	Executive Secretary VII
31		
32		

16 Chief Lighting Engineer
14 Superintendent of St. Lighting
Warehouse

Technical Services (C.U.)

16 Supervisor

Right of Way

13 Director

CITY UTILITIES

Utilities Administration

19 Director of City Utilities

16 Associate Director of City Utilities

15 Accounting System Manager/System
Manager

9 Executive Secretary IX

Water Engineering

16 Assistant Chief Engineer/Water

8 Executive Secretary VIII

Filtration Plant

17 Superintendent

16 Assistant Superintendent

15 Maintenance Supervisor

13 Chief Operator

12 Senior Analytical Chemist

9 Administrative Assistant IX

Water Maintenance & Service

16 Superintendent

14 Supervisor

12 Assistant Supervisor
of Service

12 General Foreman

Water Pollution Control Engineering

1	16	Assistant Chief Engineer/Sanitary
2	8	Executive Secretary VIII
3		<u>Water Pollution Control Plant</u>
4	17	Superintendent
5	16	Manager of Operations
6	15	Supervisor of Industrial Waste & Control
7	15	Supervisor of Maintenance
8	14	Chief Chemist
9	13	Assistant Chemist
10	13	Assistant Supervisor of Maintenance
11	13	Programs Manager
12	13	Agronomist
13		<u>Water Pollution Control Maintenance</u>
14	16	Superintendent
15	12	General Foreman
16		<u>Stormwater Engineering</u>
17	16	Assistant Chief Engineer/Drainage
18	8	Executive Secretary VIII
19		<u>Stormwater Maintenance</u>
20	14	Assistant Superintendent
21	12	General Foreman
22		<u>Customer Relations</u>
23	13	Supervisor
24	13	Supervisor/Senior Permit Specialist
25		<u>Meter Reading</u>
26	13	Supervisor/Chief Meter Reader
27		<u>General Accounting</u>
28	13	Supervisor
29	10	Project Accountant
30		<u>Water Resources</u>
31	17	Chief Engineer
32		9

COMMUNITY AND ECONOMIC DEVELOPMENT

1	19	Director
2	17	Fiscal Administrator
3	16	Community Development Projects Administrator
4	12	Community Development Specialist
5	12	Staff Accountant
6	9	Office Manager
7	8	Executive Secretary VIII
8		<u>Planning</u>
9	18	Director of Planning
10	16	Senior Planner (Planner III)
11	14	GIS Planner
12	13	Long Range Planner II
13	13	Information/Data System Planner II
14	13	Land Use Management Planner II
15	12	Long Range Planner I
16	12	Neighborhood Planner I
17	12	Historic Preservation Planner I
18	10	Historic Preservation Assistant
19		<u>Economic Development</u>
20	18	Director of Economic Development
21	15	Sr. Economic Development Specialist
22	14	Business Development Specialist/UEA Administrator
23	13	Economic Development Specialist
24	11	Asst. Business Development Specialist
25	10	Administrative Assistant X
26	7	Executive Secretary VII
27	6	Executive Secretary VI
28		<u>Redevelopment</u>
29	18	Director of Redevelopment
30	13	Redevelopment Specialist
31	9	Bookkeeper/Accountant
32		

1	17	NCE Administrator
2	14	Enforcement Manager
3	13	Case Systems Manager
4	12	Legal Assistant
5		<u>Housing and Neighborhood Development Services</u>
6	17	HANDS Administrator
7	14	Loan Processing Manager
8	14	Program Development Manager
9	12	Construction Manager
10	13	Tax Reversion Property Manager
11	9	Administrative Assistant
12	8	Assistant Loan Processor
13	7	Executive Secretary VII
14		<u>Contract Compliance</u>
15	17	Compliance Administrator
16	11	Compliance Officer
17	7	Executive Secretary VII
18		<u>ANIMAL CONTROL</u>
19	15	Shelter Manager
20	12	Office Supervisor
21	11	Supervisor
22	11	Humane Education Specialist
23		<u>COMMUNICATIONS</u>
24	17	Chief of Communications
25	15	Director of Operations
26	13	Supervisor of Dispatchers
27	13	Supervisor of Technicians
28	13	Assistant Director of Operations
29	12	Electronics Technician
30	9	Administrative Assistant
31		
32		

1 SECTION 4. Pursuant to State Statute economic
2 conditions must be approved by the Common Council. Such
3 economic conditions include, but are not limited to, base pay
4 and monetary fringe benefits. These matters will be
5 negotiated by and between the City and the appropriate
6 bargaining unit for the year 1994. Upon conclusion of such
7 negotiations the appropriate Ordinances shall be submitted to
8 the Common Council for approval.

9 Employees covered by recognized bargaining unit
10 representatives (Unions) will receive a salary established by
11 the Collective Bargaining process as long as this pay does not
12 exceed the table of maximum salaries authorized in Section 2,
13 above.

14 SECTION 5. In addition to the compensation for
15 positions listed herein the City shall contribute 3% of
16 employees' salary to the Public Employees Retirement Fund
17 (PERF).

18 SECTION 6. That, in addition to the compensation
19 provided for herein: The Corporation Counsel shall receive
20 not more than \$5,000 for services performed in connection with
21 the operations of the municipally owned utilities pursuant to
22 I.C. 36-4-7-4 which additional compensation shall be paid from
23 the revenues of the appropriate utility or function. The
24 Corporation Counsel shall also receive an additional sum not
25 to exceed \$10,000 for services provided in connection with the
26 City Self-Insurance Program involving matters not in
27 litigation. That, so long as the City does not employ a full-
28 time Labor Relations Director (Labor Grade 14) the Corporation
29 Council shall receive \$10,000 additional annual compensation
30 for services provided in connection with collective bargaining
31 matters involving the Civil City and its Utilities.
32

1 That, in addition, the following legal services are
2 recognized as extraordinary services and shall entitle any
3 part-time member of the Law Department performing such
4 services to additional compensation at the rate of \$105.00 per
5 hour, or such other appropriate compensation as determined by
6 the Board of Public Works:

- 7 A.) Bond issues and related financial matters,
8 including Bond issues related to the Economic
9 Development Commission where the fees for said
10 issues are paid by the Bond applicant.
11 B.) Annexation litigation following the filing of
12 a remonstrance.
13 C.) Condemnation litigation following the filing
14 of exceptions to the appraisers' report.
15 D.) All matters relating to defense of claims
16 against the Fort Wayne Police Department
17 following the filing of a complaint.
18 E.) All matters involving a challenge to the
19 constitutionality of any act or omission by
20 the City or one of its employees following
21 the filing of a complaint in court.
22 F.) All matters relating to intervention in
23 utility rate cases following the filing of a
24 petition of a petition to intervene, or other
25 appearances before the U.R.C.
26 G.) All matters relating to litigation where the
27 amount in controversy exceeds \$50,000,
28 following the filing of a complaint in court.
29 H.) All matters relating to litigation where any
30 recovery against the City or its employees
31 would be paid from the City's Self-Insurance
32 Fund.

1 I.) All matters involving collective bargaining
2 arbitrations provided that no more than
3 \$550/arbitration is paid.

4 J.) Matters relating to the Fort Wayne
5 Redevelopment Commission covered by a separate
6 contract.

7 Any and all payments to be made hereunder for
8 extraordinary services, shall be subject to completion of
9 appropriate claims required by the State Board of Accounts and
10 shall be subject to the final approval by the City Controller.

11 Nothing in this agreement shall prevent the use of other
12 attorneys or firms to perform extraordinary services, subject,
13 however, to the provisions of I.C. 36-4-9-12.

14 SECTION 7. From and after the first day of
15 January 1994, all appointed officers, employees, deputies,
16 assistants, departmental and institutional heads of the Civil
17 City and City Utilities will be paid according to this, the
18 above and following provisions of this ordinance, subject to
19 budgetary limitations, collective bargaining agreements,
20 future changes or amendments enacted by Common Council.

21 SECTION 8. That all Departments subject to this
22 Ordinance will conform to the Official City's Personnel
23 Policies and Procedures relating to hiring, pay, and other
24 related practices, approved by the Mayor and administered by
25 the City's Human Resources Department.

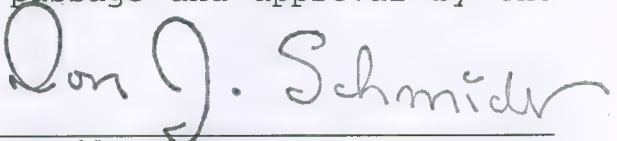
26 SECTION 9. If any section, clause, sentence,
27 paragraph or part or provisions of this Ordinance be found
28 invalid or void by a Court of competent jurisdiction, it shall
29 be conclusively presumed that this Ordinance would have passed
30 by the Common Council without such invalid section, clauses,
31
32

1 paragraph, part or provisions, and the remaining parts of the
2 Ordinance will remain in effect.

3 SECTION 10. The Municipal Code of the City of
4 Fort Wayne references, in codification form, salary ordinances
5 previously adopted by the City Council for past years. Such
6 salary ordinances have a duration of one year and thus, with
7 the exception of the 1992 salary ordinance, have expired.
8 However, to avoid confusion, it is hereby stated that
9 commencing January 1, 1994, any conflict between the terms and
10 conditions hereof and any previous ordinance shall be resolved
11 in favor of this ordinance.

12 SECTION 11. Two copies of all attachments and
13 Exhibits referred to in this Ordinance shall be kept on file
14 with the City Clerk of Fort Wayne for the purpose of public
15 inspection.

16 SECTION 12. This Ordinance shall be in full force
17 and effect from and after its passage and approval by the
18 Mayor.

19 
Councilmember

20 APPROVED AS TO FORM
21 AND LEGALITY

22 
23 J. Timothy McCaulay, City Attorney
24
25
26
27
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29
30
31
32

EXHIBIT "A"

NEW SALARY RANGES - FOR 1994

LABOR GRADE	MINIMUM	MAXIMUM
1	\$10,965	\$15,727
2	12,336	17,692
3	13,706	19,659
4	15,079	21,628
5	16,448	23,592
6	17,819	25,557
7	19,189	27,524
8	20,560	29,489
9	21,893	31,456
10	23,301	33,421
11	24,671	35,387
12	26,043	37,942
13	27,414	39,321
14	28,783	41,282
15	30,155	43,248
16	33,258	47,700
17	36,997	53,078
18	41,064	58,896
19	45,625	65,440

PAUL HELMKE, MAYOR



THE CITY OF FORT WAYNE

Department of Human Resources
Room 380



Paul Helmke
Mayor

24-HOUR JOBLINE (219) 427-1186
BENEFITS ADMINISTRATION (219) 427-1198
EEO/AFFIRMATIVE ACTION (219) 427-1180
LABOR RELATIONS (219) 427-1180
PAYROLL (219) 427-1292
PERSONNEL (219) 427-1180
TDD (219) 427-1180
FAX (219) 427-1393

MEMORANDUM

To: Members, City of Ft. Wayne Common Council

From: Nelson Peters, Director of Human Resources

Subject: 1994 Salary Ordinance

Date: September 1, 1994

(as amended) (as amended)
J-93-09-02

Enclosed, is a copy of the 1994 Salary Ordinance to be introduced to you next Tuesday, September 7, 1993. Also, you will find a guide to all of the suggested changes made since passage of the 1993 Salary Ordinance.

The modifications which appear in the guide have been grouped in several ways. They include; positions which have moved from one division to another, positions which have moved from one department to another, new divisions/new departments/new positions, positions with title changes, positions with increased/decreased labor grades, deleted positions and positions deleted due to a change in title.

You will also note several other changes. Minimum and maximum salary levels have been increased by four percent (4%). Labor grade nineteen (19), however, was increased with a range of \$53,870 to \$72,923. A labor grade twenty (20) was also added. The latter two changes were made upon recommendation of the Executive Salary Review Committee commissioned by Council President, Mark GiaQuinta.

I hope you find this information useful. I will be happy to answer additional questions in the coming weeks. In the meantime, please feel free to call should you have any questions requiring an immediate response.

BILL NO. S-93-09-02.

SPECIAL ORDINANCE NO. S-

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1994

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended labor grade designations for positions within their respective jurisdictions, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided for the 1994 City Budget and from City Utilities operating funds and other sources as may be specified by the Common Council.

1 NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL
2 OF THE CITY OF FORT WAYNE, INDIANA:

3 SECTION 1. That all employees of the Civil City
4 of Fort Wayne and of City Utilities, shall be classified by
5 the departments, titles and labor grades herein designated,
6 and that no changes be made in any labor grade without the
7 specific approval of the Common Council except for those
8 brought about by collective bargaining with authorized
9 representatives of City or Utilities employees in accordance
10 with the existing collective bargaining agreements.

11 SECTION 2. That the following scale of Minimum
12 and Maximum Salaries is hereby fixed and authorized as a scale
13 for approved labor grades. It shall be the City's policy that
14 no employee shall be paid below the minimum and the maximum
15 will not be exceeded, except for approved shift differentials,
16 approved longevity pay, approved overtime pay, approved
17 technical skill pay, approved educational bonus, approved
18 clothing allowance, or approved car allowance.

19 SEE EXHIBIT "A" ATTACHED HERETO AND MADE A

20 PART HEREOF IN ITS ENTIRETY

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22 This scale, as reflected on Exhibit "A", is an attempt to
23 maintain an orderly, consistent and competitive pay policy.
24 Actual adjustments in salaries within amounts fixed herein by
25 Council will result from 1) any general increase to be
26 specified subsequent to adoption of this Ordinance, and/or 2)
27 any adjustment to the base pay for an individual's labor
28 grade, and/or 3) progression to a level specified in an
29 approved collective bargaining agreement between the City of
30 Fort Wayne and a recognized representative organization.
31
32

SECTION 3. The following is a true and complete listing of all Civil City and City Utilities salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities negotiated by the Director of City Human Resources and approved by Common Council.

LABOR GRADE

TITLE

CITY CLERK'S OFFICE

12	Chief Deputy
12	Research Assistant
10	Supervisor
8	Executive Secretary/Bookkeeper
7	Violations Clerk
7	Violations Court Clerk
7	Receptionist/Clerk
UC (not to exceed \$37,620)	Council Attorney

PARKS AND RECREATION

19	Director
17	Superintendent
17	Associate Director A
16	Associate Director B
16	Manager A
15	Manager B
15	Assistant Superintendent
14	Manager C
13	Supervisor A
12	Manager D
12	Administrative Assistant

1	12	Supervisor B
2	11	Supervisor C
3	11	Assistant Supervisor
4	11	Golf Green Superintendent
5	5	Payroll Specialist
6	UC	Golf Course Pro/Manager
7	(not to exceed \$14,072)	

METRO HUMAN RELATIONS COMMISSION

9	17	Executive Director
10	15	Deputy Director
11	15	Staff Attorney
12	13	Chief Investigator
13	10	Investigator III
14	9	Investigator II
15	9	Investigator I
16	8	Executive Secretary VIII

MAYOR'S OFFICE

18	20	Chief of Staff
19	19	Public Safety Director
20	14	Executive Assistant
21	11	Administrative Assistant
22	8	Executive Secretary VIII
23	7	Receptionist

Internal Audit

25	17	Director of Internal Audit
26	11	Staff Auditor

Public Information

28	14	Director, Public Information
29	12	Public Information Officer
30	4	Executive Secretary IV

Neighborhood/Citizen's Advocate

14 Neighborhood/Citizen's Advocate
11 Veterans' Service Officer
8 Assistant Citizen's Advocate

Law Department

UC City Attorney (Corporation Counsel)
(not to exceed \$38,439)
UC Associate City Attorney
(not to exceed \$27,439)
18 Staff Attorney
9 Legal Research Secretary

Drug Regional Advisory Council

13 Co-Director/Governor's Commission For
A Drug-Free Indiana
8 Executive Secretary VIII

(The positions in the Drug Regional Advisory Council are exempt from any and all local residency requirements and are automatically eliminated, and the incumbents have no right to continue employment with the City upon expiration of State Funding for these positions pursuant to Special Ordinance No. 89-09-21).

Bicentennial Celebration Council

15 Executive Director
14 Executive Assistant
5 Executive Secretary V

(The positions created in the Bicentennial Celebration Council are automatically eliminated and the incumbents therein shall have no right of continued employment with the City in any other position if inadequate private funding is received to support said positions).

FINANCE AND ADMINISTRATION

19 Director of Finance & Administration
18 Deputy Controller
15 Accounting Systems Manager
15 Accounting Supervisor
11 Property Manager
11 Administrative Assistant

1		<u>Human Resources</u>
2	18	Director of Human Resources
3	16	Associate Director of Human Resources
4	14	Systems Manager
5	14	EEO/AA Administrator
6	12	Employment Specialist
7	10	Office Manager
8	10	Benefits Administrator
9	9	Administrative Assistant IX
10	7	Executive Secretary VII
11	5	Executive Secretary V
12		<u>Payroll</u>
13	13	Supervisor of Payroll Services
14	10	Payroll Administrator III
15	9	Payroll Administrator II
16	9	Payroll Administrator I
17		<u>Risk Management</u>
18	14	Risk Manager
19	11	Safety Claims/Investigator
20	9	Executive Secretary IX
21	7	Executive Secretary VII/Receptionist
22		<u>Purchasing</u>
23	16	Director of Purchasing Services
24	13	Assistant Director of Purchasing Services
25		<u>Office & Administrative Services (C.U.)</u>
26	7	Executive Clerical Secretary
27	5	Executive Clerical Assistant
28		
29		
30		
31		
32		

1 PUBLIC WORKS

2 19 Director

3 13 Solid Waste Manager

4 12 Clerk to Board

5 12 Administrative Assistant

6 9 Executive Secretary IX

7 City Engineer (C.U.)

8 18 City Engineer

9 16 Supervisor of Technical Services/IMS

10 15 GIS Analyst

11 13 Project Coordinator/Leader

12 8 Executive Secretary VIII

13 Transportation Engineering

14 18 Director

15 8 Executive Secretary VIII

16 Street Engineering

17 16 Street Engineer

18 15 Assistant Street Engineer

19 Traffic Engineering

20 16 Traffic Engineer

21 15 Assistant Traffic Engineer

22 14 Signal Superintendent

23 13 Sign and Marking Supervisor

24 13 Signal Line Foreman

25 Street Department

26 18 Director of Transportation/Operations

27 13 Assistant Street Commissioner

28 10 General Foreman

29 Garage (C.U.)

30 12 Garage Supervisor

31 7 Executive Secretary VII

32

1		<u>Street Light Engineering</u>
2	16	Chief Lighting Engineer
3	14	Superintendent of St. Lighting Warehouse
4		<u>Technical Services (C.U.)</u>
5	16	Supervisor
6		<u>Right of Way</u>
7	13	Director
8		<u>CITY UTILITIES</u>
9		<u>Utilities Administration</u>
10	19	Director of City Utilities
11	16	Associate Director of City Utilities
12	15	Accounting System Manager/System Manager
13		
14	9	Executive Secretary IX
15		<u>Water Engineering</u>
16	16	Assistant Chief Engineer/Water
17	8	Executive Secretary VIII
18		<u>Filtration Plant</u>
19	17	Superintendent
20	16	Assistant Superintendent
21	15	Maintenance Supervisor
22	13	Chief Operator
23	12	Senior Analytical Chemist
24	9	Administrative Assistant IX
25		<u>Water Maintenance & Service</u>
26	16	Superintendent
27	14	Supervisor
28	12	Assistant Supervisor of Service
29		
30	12	General Foreman
31		
32		

1		<u>Water Pollution Control Engineering</u>
2	16	Assistant Chief Engineer/Sanitary
3	8	Executive Secretary VIII
4		<u>Water Pollution Control Plant</u>
5	17	Superintendent
6	16	Manager of Operations
7	15	Supervisor of Industrial Waste & Control
8	15	Supervisor of Maintenance
9	14	Chief Chemist
10	13	Assistant Chemist
11	13	Assistant Supervisor of Maintenance
12	13	Programs Manager
13	13	Agronomist
14		<u>Water Pollution Control Maintenance</u>
15	16	Superintendent
16	12	General Foreman
17		<u>Stormwater Engineering</u>
18	16	Assistant Chief Engineer/Drainage
19	8	Executive Secretary VIII
20		<u>Stormwater Maintenance</u>
21	14	Assistant Superintendent
22	12	General Foreman
23		<u>Customer Relations</u>
24	13	Supervisor
25	13	Supervisor/Senior Permit Specialist
26		<u>Meter Reading</u>
27	13	Supervisor/Chief Meter Reader
28		<u>General Accounting</u>
29	14	Supervisor
30	11	Project Accountant
31		<u>Water Resources</u>
32	17	Chief Engineer

COMMUNITY AND ECONOMIC DEVELOPMENT

19 Director
17 Fiscal Administrator
16 Community Development Projects
Administrator
12 Community Development Specialist
12 Staff Accountant
9 Office Manager
8 Executive Secretary VIII

Planning

18 Director of Planning
16 Senior Planner (Planner III)
14 GIS Planner
13 Long Range Planner II
13 Information/Data System Planner II
13 Land Use Management Planner II
12 Long Range Planner I
12 Neighborhood Planner I
12 Historic Preservation Planner I
10 Historic Preservation Assistant

Economic Development

18 Director of Economic Development
15 Sr. Economic Development Specialist
14 Business Development Specialist/UEA
Administrator
13 Economic Development Specialist
11 Asst. Business Development Specialist
10 Administrative Assistant X
7 Executive Secretary VII
6 Executive Secretary VI

Redevelopment

18 Director of Redevelopment
13 Redevelopment Specialist
9 Bookkeeper/Accountant

1		<u>Neighborhood Code Enforcement</u>
2	17	NCE Administrator
3	14	Enforcement Manager
4	13	Case Systems Manager
5	12	Legal Assistant
6		<u>Housing and Neighborhood Development Services</u>
7	17	HANDS Administrator
8	14	Loan Processing Manager
9	14	Program Development Manager
10	12	Construction Manager
11	13	Tax Reversion Property Manager
12	9	Administrative Assistant
13	8	Assistant Loan Processor
14	7	Executive Secretary VII
15		<u>Contract Compliance</u>
16	17	Compliance Administrator
17	11	Compliance Officer
18	7	Executive Secretary VII
19		<u>ANIMAL CONTROL</u>
20	15	Shelter Manager
21	12	Office Supervisor
22	11	Supervisor
23	11	Humane Education Specialist
24		<u>COMMUNICATIONS</u>
25	17	Chief of Communications
26	15	Director of Operations
27	13	Supervisor of Dispatchers
28	13	Supervisor of Technicians
29	13	Assistant Director of Operations
30	12	Electronics Technician
31	9	Administrative Assistant
32		

1 SECTION 4. Pursuant to State Statute economic
2 conditions must be approved by the Common Council. Such
3 economic conditions include, but are not limited to, base pay
4 and monetary fringe benefits. These matters will be
5 negotiated by and between the City and the appropriate
6 bargaining unit for the year 1994. Upon conclusion of such
7 negotiations the appropriate Ordinances shall be submitted to
8 the Common Council for approval.

9 Employees covered by recognized bargaining unit
10 representatives (Unions) will receive a salary established by
11 the Collective Bargaining process as long as this pay does not
12 exceed the table of maximum salaries authorized in Section 2,
13 above.

14 SECTION 5. In addition to the compensation for
15 positions listed herein the City shall contribute 3% of
16 employees' salary to the Public Employees Retirement Fund
17 (PERF).

18 SECTION 6. That, in addition to the compensation
19 provided for herein: The Corporation Counsel shall receive
20 not more than \$5,000 for services performed in connection with
21 the operations of the municipally owned utilities pursuant to
22 I.C. 36-4-7-4 which additional compensation shall be paid from
23 the revenues of the appropriate utility or function. The
24 Corporation Counsel shall also receive an additional sum not
25 to exceed \$10,000 for services provided in connection with the
26 City Self-Insurance Program involving matters not in
27 litigation. That, so long as the City does not employ a full-
28 time Labor Relations Director (Labor Grade 14) the Corporation
29 Council shall receive \$10,000 additional annual compensation
30 for services provided in connection with collective bargaining
31 matters involving the Civil City and its Utilities.
32

1 That, in addition, the following legal services are
2 recognized as extraordinary services and shall entitle any
3 part-time member of the Law Department performing such
4 services to additional compensation at the rate of \$105.00 per
5 hour, or such other appropriate compensation as determined by
6 the Board of Public Works:

- 7 A.) Bond issues and related financial matters,
8 including Bond issues related to the Economic
9 Development Commission where the fees for said
10 issues are paid by the Bond applicant.
- 11 B.) Annexation litigation following the filing of
12 a remonstrance.
- 13 C.) Condemnation litigation following the filing
14 of exceptions to the appraisers' report.
- 15 D.) All matters relating to defense of claims
16 against the Fort Wayne Police Department
17 following the filing of a complaint.
- 18 E.) All matters involving a challenge to the
19 constitutionality of any act or omission by
20 the City or one of its employees following
21 the filing of a complaint in court.
- 22 F.) All matters relating to intervention in utility
23 rate cases following the filing of a petition
24 of a petition to intervene, or other
25 appearances before the U.R.C.
- 26 G.) All matters relating to litigation where the
27 amount in controversy exceeds \$50,000,
28 following the filing of a complaint in court.
- 29 H.) All matters relating to litigation where any
30 recovery against the City or its employees
31 would be paid from the City's Self-Insurance
32 Fund.

1 I.) All matters involving collective bargaining
2 arbitrations provided that no more than
3 \$550/arbitration is paid.

4 J.) Matters relating to the Fort Wayne
5 Redevelopment Commission covered by a separate
6 contract.

7 Any and all payments to be made hereunder for
8 extraordinary services, shall be subject to completion of
9 appropriate claims required by the State Board of Accounts and
10 shall be subject to the final approval by the City Controller.

11 Nothing in this agreement shall prevent the use of other
12 attorneys or firms to perform extraordinary services, subject,
13 however, to the provisions of I.C. 36-4-9-12.

14
15 SECTION 7. From and after the first day of
16 January 1994, all appointed officers, employees, deputies,
17 assistants, departmental and institutional heads of the Civil
18 City and City Utilities will be paid according to this, the
19 above and following provisions of this ordinance, subject to
20 budgetary limitations, collective bargaining agreements,
21 future changes or amendments enacted by Common Council.

22
23 SECTION 8. That all Departments subject to this
24 Ordinance will conform to the Official City's Personnel
25 Policies and Procedures relating to hiring, pay, and other
26 related practices, approved by the Mayor and administered by
27 the City's Human Resources Department.

28 SECTION 9. If any section, clause, sentence,
29 paragraph or part or provisions of this Ordinance be found
30 invalid or void by a Court of competent jurisdiction, it shall
31 be conclusively presumed that this Ordinance would have passed
32 by the Common Council without such invalid section, clauses,

1 paragraph, part or provisions, and the remaining parts of the
2 Ordinance will remain in effect.

3 SECTION 10. The Municipal Code of the City of
4 Fort Wayne references, in codification form, salary ordinances
5 previously adopted by the City Council for past years. Such
6 salary ordinances have a duration of one year and thus, with
7 the exception of the 1992 salary ordinance, have expired.
8 However, to avoid confusion, it is hereby stated that
9 commencing January 1, 1994, any conflict between the terms and
10 conditions hereof and any previous ordinance shall be resolved
11 in favor of this ordinance.

12 SECTION 11. Two copies of all attachments and
13 Exhibits referred to in this Ordinance shall be kept on file
14 with the City Clerk of Fort Wayne for the purpose of public
15 inspection.

16 SECTION 12. This Ordinance shall be in full force
17 and effect from and after its passage and approval by the
18 Mayor.

19 
20 Councilmember

21 APPROVED AS TO FORM
22 AND LEGALITY

23 
24 J. Timothy McCaulay, City Attorney

EXHIBIT "A"

NEW SALARY RANGES - FOR 1994

LABOR GRADE	MINIMUM	MAXIMUM
1	\$10,965	\$15,727
2	12,336	17,692
3	13,706	19,659
4	15,079	21,628
5	16,448	23,592
6	17,819	25,557
7	19,189	27,524
8	20,560	29,489
9	21,893	31,456
10	23,301	33,421
11	24,671	35,387
12	26,043	37,942
13	27,414	39,321
14	28,783	41,282
15	30,155	43,248
16	33,258	47,700
17	36,997	53,078
18	41,064	58,896
19	53,870	72,923
20	54,947	74,381

SALARY ORDINANCE CHANGES FOR 1994

DEPARTMENT CHANGES
FROM ONE DIVISION TO ANOTHER DIVISION:

	<u>FROM:</u>	<u>TO:</u>
<u>Human Resources Department</u>	Mayor's Office	Finance and Administration Division
<u>Operations (C.U.)</u>	Finance & Adm Div.	City Utilities Division
<u>Customer Relations</u>	Finance & Adm Div.	City Utilities Division
<u>Meter Reading</u>	Finance & Adm Div.	City Utilities Division
<u>General Accounting</u>	Finance & Adm Div.	City Utilities Division
<u>Right of Way</u>	Finance & Adm Div.	Public Works Division

POSITION CHANGES
FROM ONE DEPARTMENT TO ANOTHER DEPARTMENT:

<u>POSITION:</u>	<u>LG</u>	<u>FROM:</u>	<u>TO:</u>
Assistant Chief Engineer/ Drainage	16	<u>WPC Engineering</u>	<u>Stormwater Engineering</u>
Assistant Superintendant	14	WPC Maintenance	Stormwater Maintenance

NEW DIVISION/NEW DEPARTMENTS/NEW POSITIONS/:COMMENTS:MAYOR'S OFFICEBicentennial Celebration Council (BCC)

Executive Assistant	L.G. 14	The (BCC) Cabinet mandated the hiring of a person with financial expertise and marketing skills.
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FINANCE AND ADMINISTRATION

Property Manager	L.G. 11	Recommended as part of the Facility Management Study. Current employee has added responsibilities.
Administrative Assistant	L.G. 11	

Human Resources

Systems Manager	L.G. 14	Current employee moved from Payroll Department to facilitate computerization of Human Resources functions and record management.
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CITY UTILITIES (NEW DIVISION)Utilities Administration (New Department)

Associate Director of City Utilities	L.G. 16	Current employee moved from Project Leader (Water Resources) to a position with more responsibilities.
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Filtration Plant

Chief Operator	L.G. 13	New position
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Stormwater Engineering (New Department)Stormwater Maintenance (New Department)COMMUNITY AND ECONOMIC DEVELOPMENT

*Community Development Projects Administrator	L.G. 16	Changed from Assistant to the Director
*Community Development Specialist	L.G. 12	Eliminated Planner I

Planning (New Department)Housing & Neighborhood Development Services

*Administrative Assistant	L.G. 9	Has been reviewed by the Salary Review Committee.
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*Has been recommended by the Salary Review Committee.

SALARY ORDINANCE CHANGES FOR 1994

3

TITLE CHANGES:

<u>FROM:</u>	<u>LG:</u>	<u>TO:</u>	<u>LG:</u>
Staff Director	L.G. 19	Chief of Staff	L.G. 20
Staff Director	L.G. 19	Public Safety Director	L.G. 19
<u>Personnel</u>		<u>Human Resources</u>	
Director of Personnel/ Labor Relations	L.G. 18	Director of Human Resources	L.G. 18
Associate Director of Personnel/ Labor Relations	L.G. 16	Associate Director of Human Resources	L.G. 16

FINANCE AND ADMINISTRATION

Purchasing

Director of Purchasing	L.G. 16	Director of Purchasing Services	L.G. 16
Assistant Purchasing Dir	L.G. 10	Assistant Director of Purchasing Services	L.G. 13

Right of Way

Supervisor	L.G. 13	Director	L.G. 13
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CITY UTILITIES

Water Engineering

Assistant Chief Water Engineer	L.G. 16	Assistant Chief Engineer/Water	L.G. 16
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WPC Engineering

Assistant Chief Engineer	L.G. 16	Assistant Chief Engineer/Sanitary	L.G. 16
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Meter Reading

Supervisor	L.G. 13	Supervisor/Chief Meter Reader	L.G. 13
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SALARY ORDINANCE CHANGES FOR 1994

4

INCREASED/DECREASED LABOR GRADES:

	<u>FROM:</u>	<u>TO:</u>	<u>COMMENTS:</u>
<u>CITY CLERK'S OFFICE</u>			
Research Assistant	10	12	Added duties and responsibilities re-evaluated.
<u>METRO HUMAN RELATIONS COMMISSION</u>			
*Chief Investigator	12	13	Per evaluation process.
*Executive Secretary VII	7	8	Added duties and responsibilities re-evaluated.
<u>MAYOR'S OFFICE</u>			
Chief of Staff	19	20	Executive Salary Review Committee recommended.
<u>FINANCE AND ADMINISTRATION</u>			
*Accounting Supervisor	13	15	Doug Lehman requested it to go to LG 15. Added duties, responsibilities and re-evaluated.
<u>Payroll</u>			
Supervisor of Payroll Services	14	13	Computer Management System responsibility removed.
<u>Purchasing</u>			
Assistant Director of Purchasing Services	10	13	Added duties and responsibilities re-evaluated.
<u>CITY UTILITIES</u>			
<u>Utility Administration</u>			
Director of City Utilities	18	19	Reorganization of City Utilities.
*Executive Secretary VII	7	9	Became an Executive Secretary to Director, taken out of Union.
<u>General Accounting</u>			
Supervisor	13	14	Per evaluation process.
Project Accountant	10	11	Per evaluation process.
<u>COMMUNITY AND ECONOMIC DEVELOPMENT</u>			
<u>Contract Compliance</u>			
*Compliance Officer	10	11	Per evaluation process.

*Has been recommended by the Salary Review Committee.

<u>TITLES DELETED:</u>	<u>DELETIONS:</u>	<u>FROM:</u>
*Staff Director		<u>MAYOR'S OFFICE</u>
*Citizen's Advocate		<u>Citizen's Advocate</u>
*Neighborhood Specialist		<u>Citizen's Advocate</u>
*Executive Secretary VII		<u>Metro Human Relations Commission</u>
*Executive Secretary IX		<u>FINANCE AND ADMINISTRATION</u>
		<u>DIVISION</u>
<u>*Personnel</u>		<u>Human Resources</u>
*Director of Personnel/Labor Relations		<u>Human Resources</u>
*Associate Director of Personnel		<u>Human Resources</u>
/Labor Relations		<u>Human Resources</u>
<u>*Operations (C.U)</u>		
<u>/Abandoned Vehicle</u>		<u>Right of Way</u>
*Supervisor		<u>Right of Way</u>
*Director of Purchasing		<u>Purchasing</u>
*Assistant Director of Purchasing		<u>Purchasing</u>
Supervisor		<u>Office & Administrative Services</u>
		<u>(CU)</u>
*Executive Secretary VII		<u>Utility Administration</u>
*Lead Accountant		<u>General Accounting</u>
*Assistant Chief Water Engineer		<u>Water Engineering</u>
Professional Engineer		<u>Water Engineering</u>
*Assistant Chief Engineer		<u>WPC Engineering</u>
Professional Engineer		<u>WPC Engineering</u>
Assistant Superintendent		<u>WPC Maintenance</u>
*Supervisor		<u>Meter Reading</u>
Director of Water Resources		<u>Water Resources</u>
Engineering & Services		<u>Water Resources</u>
Project Leader		<u>Water Resources</u>
Senior Redevelopment Specialist		<u>Redevelopment</u>

*Deletions due to title change.

BILL NO. 93-09-02 (AS AMENDED) (AS AMENDED)

SPECIAL ORDINANCE NO. S-

AN ORDINANCE fixing the salaries of each and every appointed officer, employee, deputy assistant, departmental and institutional head of the Civil City and City Utilities of the City of Fort Wayne, Indiana for the year 1994

WHEREAS, the Mayor and the Common Council of the City of Fort Wayne, Indiana, have according to the powers outlined in IC 36-4-7-3 and IC 36-8-3-3(d) assigned to each employee of the Civil City of Fort Wayne and of City Utilities of Fort Wayne a Labor Grade under the City Classification System established by Ordinance No. S-34-73 as subsequently modified and improved, which grades should accurately reflect the duties and responsibilities of said employees, and

WHEREAS, the Mayor of the City of Fort Wayne has recommended a maximum salary level for each labor grade in a systematic way, and

WHEREAS, the Clerk of the City of Fort Wayne, the Park Department Board and the Metropolitan Human Relations Commission have recommended labor grade designations for positions within their respective jurisdictions, and

WHEREAS, the Common Council must assure that salaries reflect the duties and responsibilities assigned to each employee, and to be certain that such salaries are fair and equitable, and

WHEREAS, the funds of such salaries are to be provided for the 1994 City Budget and from City Utilities operating funds and other sources as may be specified by the Common Council.

NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL
OF THE CITY OF FORT WAYNE, INDIANA:

SECTION 1. That all employees of the Civil City of Fort Wayne and of City Utilities, shall be classified by the departments, titles and labor grades herein designated, and that no changes be made in any labor grade without the specific approval of the Common Council except for those brought about by collective bargaining with authorized representatives of City or Utilities employees in accordance with the existing collective bargaining agreements.

SECTION 2. That the following scale of Minimum and Maximum Salaries is hereby fixed and authorized as a scale for approved labor grades. It shall be the City's policy that no employee shall be paid below the minimum and the maximum will not be exceeded, except for approved shift differentials, approved longevity pay, approved overtime pay, approved technical skill pay, approved educational bonus, approved clothing allowance, or approved car allowance.

SEE EXHIBIT "A" ATTACHED HERETO AND MADE A
PART HEREOF IN ITS ENTIRETY

This scale, as reflected on Exhibit "A", is an attempt to maintain an orderly, consistent and competitive pay policy. Actual adjustments in salaries within amounts fixed herein by Council will result from 1) any general increase to be specified subsequent to adoption of this Ordinance, and/or 2) any adjustment to the base pay for an individual's labor grade, and/or 3) progression to a level specified in an approved collective bargaining agreement between the City of Fort Wayne and a recognized representative organization.

SECTION 3. The following is a true and complete listing of all Civil City and City Utilities salaried non-bargaining unit positions by Department, Position Title, and Labor Grade. It does not include those positions which are specified as part of a bargaining unit having a written economic agreement with the City or Utilities negotiated by the Director of City Human Resources and approved by Common Council.

LABOR GRADE

TITLE

CITY CLERK'S OFFICE

12	Chief Deputy
9	Research Assistant
10	Supervisor
8	Executive Secretary/Bookkeeper
7	Violations Clerk
7	Violations Court Clerk
7	Receptionist/Clerk
UC (not to exceed \$37,620)	Council Attorney

PARKS AND RECREATION

19	Director
17	Superintendent
17	Associate Director A
16	Associate Director B
16	Manager A
15	Manager B
15	Assistant Superintendent
14	Manager C
13	Supervisor A
12	Manager D
12	Administrative Assistant

1	12	Supervisor B
2	11	Supervisor C
3	11	Assistant Supervisor
4	11	Golf Green Superintendent
5	5	Payroll Specialist
6	UC (not to exceed \$14,072)	Golf Course Pro/Manager

METRO HUMAN RELATIONS COMMISSION

9	17	Executive Director
10	15	Deputy Director
11	15	Staff Attorney
12	12 12	Chief Investigator
13	10	Investigator III
14	9	Investigator II
15	9	Investigator I
16	8	Executive Secretary VIII

MAYOR'S OFFICE

18	19	Staff Director
19	14	Executive Assistant
20	11	Administrative Assistant
21	8	Executive Secretary VIII
22	7	Receptionist

Internal Audit

24	17	Director of Internal Audit
25	11	Staff Auditor

Public Information

27	14	Director, Public Information
28	12	Public Information Officer
29	4	Executive Secretary IV

14 Neighborhood/Citizen's Advocate

11 Veterans' Service Officer

8 Assistant Citizen's Advocate

Law Department

UC City Attorney (Corporation Counsel)
(not to exceed \$38,439)

UC Associate City Attorney
(not to exceed \$27,439)

18 Staff Attorney

9 Legal Research Secretary

Drug Regional Advisory Council

13 Co-Director/Governor's Commission
For A Drug-Free Indiana

8 Executive Secretary VIII

(The positions in the Drug Regional Advisory Council are exempt from any and all local residency requirements and are automatically eliminated, and the incumbents have no right to continue employment with the City upon expiration of State Funding for these positions pursuant to Special Ordinance No. 89-09-21).

Bicentennial Celebration Council

15 Executive Director

14 Executive Assistant

5 Executive Secretary V

(The positions created in the Bicentennial Celebration Council are automatically eliminated and the incumbents therein shall have no right of continued employment with the City in any other position if inadequate private funding is received to support said positions).

FINANCE AND ADMINISTRATION

19 Director of Finance & Administration

18 Deputy Controller

15 Accounting Systems Manager

15 Accounting Supervisor

11 Property Manager

11 Administrative Assistant

Human Resources

1	18	Director of Human Resources
2	16	Associate Director of Human Resources
3	14	Systems Manager
4	14	EEO/AA Administrator
5	12	Employment Specialist
6	10	Office Manager
7	10	Benefits Administrator
8	9	Administrative Assistant IX
9	7	Executive Secretary VII
10	5	Executive Secretary V
11		<u>Payroll</u>
12	13	Supervisor of Payroll Services
13	10	Payroll Administrator III
14	9	Payroll Administrator II
15	9	Payroll Administrator I
16		<u>Risk Management</u>
17	14	Risk Manager
18	11	Safety Claims/Investigator
19	9	Executive Secretary IX
20	7	Executive Secretary VII/Receptionist
21		<u>Purchasing</u>
22	16	Director of Purchasing Services
23	18 10	Assistant Director of Purchasing Services
24		<u>Office & Administrative Services (C.U.)</u>
25		
26	7	Executive Clerical Secretary
27	5	Executive Clerical Assistant
28		
29		
30		
31		
32		6

PUBLIC WORKS

1	19	Director
2	13	Solid Waste Manager
3	12	Clerk to Board
4	12	Administrative Assistant
5	9	Executive Secretary IX
6		<u>City Engineer</u> (C.U.)
7	18	City Engineer
8	16	Supervisor of Technical Services/IMS
9	15	GIS Analyst
10	13	Project Coordinator/Leader
11	8	Executive Secretary VIII
12		<u>Transportation Engineering</u>
13	18	Director
14	8	Executive Secretary VIII
15		<u>Street Engineering</u>
16	16	Street Engineer
17	15	Assistant Street Engineer
18		<u>Traffic Engineering</u>
19	16	Traffic Engineer
20	15	Assistant Traffic Engineer
21	14	Signal Superintendent
22	13	Sign and Marking Supervisor
23	13	Signal Line Foreman
24		<u>Street Department</u>
25	18	Director of Transportation/Operations
26	13	Assistant Street Commissioner
27	10	General Foreman
28		<u>Garage</u> (C.U.)
29	12	Garage Supervisor
30	7	Executive Secretary VII
31		
32		

1	16	Chief Lighting Engineer
2	14	Superintendent of St. Lighting Warehouse
3		<u>Technical Services</u> (C.U.)
4	16	Supervisor
5		<u>Right of Way</u>
6	13	Director
7		<u>CITY UTILITIES</u>
8		<u>Utilities Administration</u>
9	19	Director of City Utilities
10	16	Associate Director of City Utilities
11	15	Accounting System Manager/System Manager
12		
13	9	Executive Secretary IX
14		<u>Water Engineering</u>
15	16	Assistant Chief Engineer/Water
16	8	Executive Secretary VIII
17		<u>Filtration Plant</u>
18	17	Superintendent
19	16	Assistant Superintendent
20	15	Maintenance Supervisor
21	13	Chief Operator
22	12	Senior Analytical Chemist
23	9	Administrative Assistant IX
24		<u>Water Maintenance & Service</u>
25	16	Superintendent
26	14	Supervisor
27	12	Assistant Supervisor of Service
28	12	General Foreman
29		
30		
31		
32		

1	16	Assistant Chief Engineer/Sanitary
2	8	Executive Secretary VIII
3		<u>Water Pollution Control Plant</u>
4	17	Superintendent
5	16	Manager of Operations
6	15	Supervisor of Industrial Waste & Control
7	15	Supervisor of Maintenance
8	14	Chief Chemist
9	13	Assistant Chemist
10	13	Assistant Supervisor of Maintenance
11	13	Programs Manager
12	13	Agronomist
13		<u>Water Pollution Control Maintenance</u>
14	16	Superintendent
15	12	General Foreman
16		<u>Stormwater Engineering</u>
17	16	Assistant Chief Engineer/Drainage
18	8	Executive Secretary VIII
19		<u>Stormwater Maintenance</u>
20	14	Assistant Superintendent
21	12	General Foreman
22		<u>Customer Relations</u>
23	13	Supervisor
24	13	Supervisor/Senior Permit Specialist
25		<u>Meter Reading</u>
26	13	Supervisor/Chief Meter Reader
27		<u>General Accounting</u>
28	13 / 3	Supervisor
29	10 / 0	Project Accountant
30		<u>Water Resources</u>
31	17	Chief Engineer
32		

1	19	Director
2	17	Fiscal Administrator
3	16	Community Development Projects Administrator
4	12	Community Development Specialist
5	12	Staff Accountant
6	9	Office Manager
7	8	Executive Secretary VIII
8		<u>Planning</u>
9	18	Director of Planning
10	16	Senior Planner (Planner III)
11	14	GIS Planner
12	13	Long Range Planner II
13	13	Information/Data System Planner II
14	13	Land Use Management Planner II
15	12	Long Range Planner I
16	12	Neighborhood Planner I
17	12	Historic Preservation Planner I
18	10	Historic Preservation Assistant
19		<u>Economic Development</u>
20	18	Director of Economic Development
21	15	Sr. Economic Development Specialist
22	14	Business Development Specialist/UEA Administrator
23	13	Economic Development Specialist
24	11	Asst. Business Development Specialist
25	10	Administrative Assistant X
26	7	Executive Secretary VII
27	6	Executive Secretary VI
28		<u>Redevelopment</u>
29	18	Director of Redevelopment
30	13	Redevelopment Specialist
31	9	Bookkeeper/Accountant
32		

1	17	NCE Administrator
2	14	Enforcement Manager
3	13	Case Systems Manager
4	12	Legal Assistant
5		<u>Housing and Neighborhood Development Services</u>
6	17	HANDS Administrator
7	14	Loan Processing Manager
8	14	Program Development Manager
9	12	Construction Manager
10	13	Tax Reversion Property Manager
11	9	Administrative Assistant
12	8	Assistant Loan Processor
13	7	Executive Secretary VII
14		<u>Contract Compliance</u>
15	17	Compliance Administrator
16	11	Compliance Officer
17	7	Executive Secretary VII
18		<u>ANIMAL CONTROL</u>
19	15	Shelter Manager
20	12	Office Supervisor
21	11	Supervisor
22	11	Humane Education Specialist
23		<u>COMMUNICATIONS</u>
24	17	Chief of Communications
25	15	Director of Operations
26	13	Supervisor of Dispatchers
27	13	Supervisor of Technicians
28	13	Assistant Director of Operations
29	12	Electronics Technician
30	9	Administrative Assistant
31		
32		

1 SECTION 4. Pursuant to State Statute economic
2 conditions must be approved by the Common Council. Such
3 economic conditions include, but are not limited to, base pay
4 and monetary fringe benefits. These matters will be
5 negotiated by and between the City and the appropriate
6 bargaining unit for the year 1994. Upon conclusion of such
7 negotiations the appropriate Ordinances shall be submitted to
8 the Common Council for approval.

9 Employees covered by recognized bargaining unit
10 representatives (Unions) will receive a salary established by
11 the Collective Bargaining process as long as this pay does not
12 exceed the table of maximum salaries authorized in Section 2,
13 above.

14 SECTION 5. In addition to the compensation for
15 positions listed herein the City shall contribute 3% of
16 employees' salary to the Public Employees Retirement Fund
17 (PERF).

18 SECTION 6. That, in addition to the compensation
19 provided for herein: The Corporation Counsel shall receive
20 not more than \$5,000 for services performed in connection with
21 the operations of the municipally owned utilities pursuant to
22 I.C. 36-4-7-4 which additional compensation shall be paid from
23 the revenues of the appropriate utility or function. The
24 Corporation Counsel shall also receive an additional sum not
25 to exceed \$10,000 for services provided in connection with the
26 City Self-Insurance Program involving matters not in
27 litigation. That, so long as the City does not employ a full-
28 time Labor Relations Director (Labor Grade 14) the Corporation
29 Council shall receive \$10,000 additional annual compensation
30 for services provided in connection with collective bargaining
31 matters involving the Civil City and its Utilities.
32

1 That, in addition, the following legal services are
2 recognized as extraordinary services and shall entitle any
3 part-time member of the Law Department performing such
4 services to additional compensation at the rate of \$105.00 per
5 hour, or such other appropriate compensation as determined by
6 the Board of Public Works:

7 A.) Bond issues and related financial matters,
8 including Bond issues related to the Economic
9 Development Commission where the fees for said
10 issues are paid by the Bond applicant.

11 B.) Annexation litigation following the filing of
12 a remonstrance.

13 C.) Condemnation litigation following the filing
14 of exceptions to the appraisers' report.

15 D.) All matters relating to defense of claims
16 against the Fort Wayne Police Department
17 following the filing of a complaint.

18 E.) All matters involving a challenge to the
19 constitutionality of any act or omission by
20 the City or one of its employees following
21 the filing of a complaint in court.

22 F.) All matters relating to intervention in
23 utility rate cases following the filing of a
24 petition of a petition to intervene, or other
25 appearances before the U.R.C.

26 G.) All matters relating to litigation where the
27 amount in controversy exceeds \$50,000,
28 following the filing of a complaint in court.

29 H.) All matters relating to litigation where any
30 recovery against the City or its employees
31 would be paid from the City's Self-Insurance
32 Fund.

1 I.) All matters involving collective bargaining
2 arbitrations provided that no more than
3 \$550/arbitration is paid.

4 J.) Matters relating to the Fort Wayne
5 Redevelopment Commission covered by a separate
6 contract.

7 Any and all payments to be made hereunder for
8 extraordinary services, shall be subject to completion of
9 appropriate claims required by the State Board of Accounts and
10 shall be subject to the final approval by the City Controller.

11 Nothing in this agreement shall prevent the use of other
12 attorneys or firms to perform extraordinary services, subject,
13 however, to the provisions of I.C. 36-4-9-12.

14
15 SECTION 7. From and after the first day of
16 January 1994, all appointed officers, employees, deputies,
17 assistants, departmental and institutional heads of the Civil
18 City and City Utilities will be paid according to this, the
19 above and following provisions of this ordinance, subject to
20 budgetary limitations, collective bargaining agreements,
21 future changes or amendments enacted by Common Council.

22
23 SECTION 8. That all Departments subject to this
24 Ordinance will conform to the Official City's Personnel
25 Policies and Procedures relating to hiring, pay, and other
26 related practices, approved by the Mayor and administered by
27 the City's Human Resources Department.

28 SECTION 9. If any section, clause, sentence,
29 paragraph or part or provisions of this Ordinance be found
30 invalid or void by a Court of competent jurisdiction, it shall
31 be conclusively presumed that this Ordinance would have passed
32 by the Common Council without such invalid section, clauses,

1 paragraph, part or provisions, and the remaining parts of the
2 Ordinance will remain in effect.

3 SECTION 10. The Municipal Code of the City of
4 Fort Wayne references, in codification form, salary ordinances
5 previously adopted by the City Council for past years. Such
6 salary ordinances have a duration of one year and thus, with
7 the exception of the 1992 salary ordinance, have expired.
8 However, to avoid confusion, it is hereby stated that
9 commencing January 1, 1994, any conflict between the terms and
10 conditions hereof and any previous ordinance shall be resolved
11 in favor of this ordinance.

12 SECTION 11. Two copies of all attachments and
13 Exhibits referred to in this Ordinance shall be kept on file
14 with the City Clerk of Fort Wayne for the purpose of public
15 inspection.

16 SECTION 12. This Ordinance shall be in full force
17 and effect from and after its passage and approval by the
18 Mayor.

19 _____
Councilmember

20 APPROVED AS TO FORM
21 AND LEGALITY

22
23 _____
J. Timothy McCaulay, City Attorney
24
25
26
27
28
29
30
31
32

EXHIBIT "A"

NEW SALARY RANGES - FOR 1994

LABOR GRADE	MINIMUM	MAXIMUM
1	\$10,965	\$15,727
2	12,336	17,692
3	13,706	19,659
4	15,079	21,628
5	16,448	23,592
6	17,819	25,557
7	19,189	27,524
8	20,560	29,489
9	21,893	31,456
10	23,301	33,421
11	24,671	35,387
12	26,043	37,942
13	27,414	39,321
14	28,783	41,282
15	30,155	43,248
16	33,258	47,700
17	36,997	53,078
18	41,064	58,896
19	45,625	65,440

Salary

BILL NO. S-93-09-02

REPORT OF THE COMMITTEE ON
THE COMMITTEE OF THE WHOLE
THOMAS C. HENRY - CHAIRPERSON
MARK E. GIAQUINTA - VICE CHAIRPERSON
ALL COUNCIL MEMBERS

WE, YOUR COMMITTEE ON THE COMMITTEE OF THE WHOLE TO WHOM WAS

REFERRED AN (ORDINANCE) (~~RESOLUTION~~) ~~fixing the salaries of~~
~~each and every appointed officer, employee, deputy assistant,~~
~~departmental and institutional head of the Civil City and City~~
~~Utilities of the City of Fort Wayne, Indiana for the year 1994~~

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID
(ORDINANCE) X(~~RESOLUTION~~)

<u>DO PASS</u>	<u>DO NOT PASS</u>	<u>ABSTAIN</u>	<u>NO REC</u>
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DATED: 9-28-93

Sandra E. Kennedy
City Clerk